

SENATE BILL 594

K3
SB 404/20 – FIN

1lr2133

By: **Senators Carozza, West, Hershey, Hester, and Ready**

Introduced and read first time: January 29, 2021

Assigned to: Finance

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment – Maryland Healthy Working Families Act – Verification**

3 FOR the purpose of altering the circumstances under which an employer is authorized to
4 require an employee who uses certain sick and safe leave to provide verification that
5 the leave was used appropriately; authorizing certain employers to deny a certain
6 request to take certain sick and safe leave under certain circumstances; and
7 generally relating to the Maryland Healthy Working Families Act.

8 BY repealing and reenacting, with amendments,

9 Article – Labor and Employment

10 Section 3–1305(g)

11 Annotated Code of Maryland

12 (2016 Replacement Volume and 2020 Supplement)

13 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

14 That the Laws of Maryland read as follows:

15 **Article – Labor and Employment**

16 3–1305.

17 (g) (1) An employer may require an employee who uses earned sick and safe
18 leave to provide verification that the leave was used appropriately under subsection (a) of
19 this section if:

20 (i) the leave was used for more than two consecutive scheduled
21 shifts; or

22 (ii) 1. the employee used the leave during the period between the
23 first 107 and 120 calendar days, both inclusive, that the employee was employed by the
24 employer; and

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



